

Dept of DHS-Glenwood (411) Facts – FY '09

http://www.dhs.state.ia.us/



General Information

Address: Glenwood Resource Center
711 South Vine
Glenwood, IA 51534

Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 928	# PT EEs: 3	# Temporary EEs: 10	Average Length of Service: 12.93
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Span of Control: 9.23	% Performance Evaluations Completed: 92.03%	Total Unemployment Insurance Claims: 46
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	35	45-54	342	<25	0	45-54	33	# of Females:	600	# of Males:	328
25-34	169	55-64	205	25-34	15	55-64	31	% of WF:	64.66%	% of WF:	35.34%
35-44	167	65+	10	35-44	19	65+	2	Average Age:	45.90	Average Age:	45.46
Employee Average Age: 45.75				Supervisor Average Age: 48.32				Average Length of Service: 13.63		Average Length of Service: 11.66	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	20	# of African-American:	6	# of Non-minorities:	784
% of Workforce:	2.49%	# of Asian:	7	% of Workforce:	97.51%
Average Age:	46.90	# of American Indian:	2	Average Age:	46.35
Average Length of Service:	13.32	# of Hispanic or Latino:	5	Average Length of Service:	14.50

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	27	# of Persons With Non-Disabilities:	781
% of Workforce:	3.34%	% of Workforce:	96.66%
Average Age:	54.19	Average Age:	44.82
Average Length of Service:	20.19	Average Length of Service:	11.65

Officials/Administrators EEO Category 1: 83	Professionals EEO Category 2: 111	Technicians EEO Category 3: 65	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 38	Skilled Craft EEO Category 7: 43	Service/Maintenance EEO Category 8: 588

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 104	Transfer In: N/A
Retirements: 31 (16 were SLIP)	All Terminations: 29	Voluntary Quits: 41	Transfer Out: N/A

# of Classes Used: 116	Most Populous Classes: Resident Treatment Wrkr (490), Resident Treatment Supervisor (37), Registered Nurse (32)		
Separations - By Class:	Resident Treatment Wrkr (54), Registered Nurse (5), Food Serv Worker (6), Licensed Practical Nurse (5)		
# Eligible for Retirement:	204 in next 5 years	% Eligible: 21.98%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$285,854.17	Sick Leave Payouts: \$52,395.13	Annual Payroll: \$45,665,814.52	Avg. Base Salary: \$42,864.81	Overtime Days Worked: 18,364.4
Overtime Cost: \$4,133,356.00	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$167,903.86	Vacation Pay - Earned Value: \$2,943,354.28	Vacation Days Earned: 17,545.6	Vacation Used Expense: \$2,665,093.74	Vacation Days Taken: 15,779.4
Workers' Comp Days Used: 2,473	Sick Leave Days Earned: 15,172.1	Reg. Sick Leave Used Expense: \$1,578,088.61	Reg. Sick Leave Days Used: 9,761.5	Converted Sick Leave To Vacation Days Used: 470.0
	Sick Leave -Earned Value: \$2,408,829.88		Avg. Sick Leave Days Per EE: 10.52	Converted Sick Leave To Vacation Used Expense: \$90,860.84
Injury Leave Used Expense: \$602.78	Injury Leave Days Used: 3.9	Classification Appeals: N/A	Reclassifications Up (Filled): 3 Up (Vacant): 1 Down (Filled): 4 Down (Vacant): 0 Lateral (Filled): 6 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-19,927.34	Grievances Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$7,486.40		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$9,446.40		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	Minorities: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	PWD: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A
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